



PSYCHOLOGY INTERNSHIP PROGRAM

***INFORMATION HANDBOOK
FEDERAL CORRECTIONAL INSTITUTION
TALLAHASSEE, FLORIDA***

YEAR 2001-02

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FCI TALLAHASSEE

The Federal Correctional Institution at Tallahassee, Florida was built in 1938. FCI Tallahassee is a "medium-low" security facility housing over 900 female offenders who have been convicted of a range of federal crimes. The housing units include a Special Housing Unit (for inmates accused and convicted of rule infractions), a Drug Abuse Program Unit, four general housing units, and an honors unit.

Inmates in the general population have supervised access to a dining hall, commissary, libraries, visiting area, and recreational facilities. They are also offered education, vocational training, and medical, dental, psychological, psychiatric, and religious services. The Education Department provides adult basic education, high school equivalency, post secondary education, Spanish and English as a second language, parenting and nutrition classes. Vocational training programs include electronics, horticulture, heating/air conditioning, plumbing, electrical wiring, landscaping, cosmetology, dental hygiene and business education. During each weekday inmates either work, attend school, and/or receive vocational training for approximately seven hours. One of the more popular work assignments is the furniture factory at which inmates can earn an hourly wage ranging from approximately 25 cents to \$1.50.

Associated with the FCI is the Federal Detention Center or FDC which was completed in 1992. This is a jail facility located just a few hundred yards from the FCI. The Detention Center accommodates up to 300 male inmates who are either permanently assigned, or awaiting trial, sentencing, or transfer. Psychology staff provide primarily crisis intervention services to the FDC inmates.

PSYCHOLOGY INTERNSHIP AT FCI-TALLAHASSEE

Objectives and Philosophy

The primary objective of the FCI Tallahassee Psychology Internship Program is to provide an integrated, flexible, and balanced set of learning experiences necessary for the emergence of a competent professional psychologist. These experiences enable interns to practice and enhance previously learned skills, develop new skills, and facilitate personal and professional growth. Training is focused on 1) a broad range of clinical skills, 2) content areas relevant to the intern's career goals, (3) ethical

and professional standards central to the practice of psychology, and (4) skills and knowledge specific to the correctional setting.

Factors Unique to FCI Tallahassee

The Psychology staff at the Federal Correctional Institution in Tallahassee consists of a Chief Psychologist, three staff psychologists, four Drug Abuse Treatment Specialists, and one secretary. One of the staff psychologists serves as the Director of Psychology Training, and another serves as Drug Abuse Program Coordinator. In addition, the Southeast Regional Psychology Administrator has his office in the Psychology Department at FCI Tallahassee.

One advantage of the training program at FCI Tallahassee is that numerous learning resources are readily available to its interns. Two major universities are located in Tallahassee--Florida State University and Florida A&M University. Library privileges are made available by Florida State University to our interns. The library at FSU provides many services which are essential to an intern who is working toward completion of the dissertation, as well as to the student who is committed to developing his/her clinical skills. Members of the Psychology faculties of both FSU and FAMU have often participated in our series of weekly seminars.

Furthermore, Tallahassee has an abundance of excellent mental health services and programs. A solid working relationship exists between the internship program at FCI Tallahassee and many of these programs which serve as outplacement sites where interns work one day each week. Three agencies have more frequently interested the interns over the years. One of these is Tallahassee Memorial Behavioral Health Center, a psychiatric hospital specializing in the treatment of acute mental health problems. This facility has different units for the low functioning, chronically disturbed patient; the higher functioning, adult psychiatric patient; the geriatric patient; and the child-adolescent patient. The primary duty of interns placed here is to conduct psychological evaluations. Brief therapy opportunities are also available.

A second outplacement site is Florida State Hospital in nearby Chattahoochee, Florida, which provides long-term care for the mentally ill. There an intern can expect to be involved in case management and planning sessions, in performing diagnostic evaluations, and providing other types of direct services. The intern may also have the opportunity for exposure to forensic evaluations and expert witness testimony. The population at FSH is composed of more severely disturbed psychiatric patients.

Another outplacement site is the Federal Correctional Institution, in Marianna, Florida. This institution has three levels of inmates--1200 medium security level males, Witness Protection inmates, and 325 minimum security level females. The intern will gain experience in areas such as holistic health, domestic violence, abuse, parenting issues, dysfunctional lifestyles and long term separation.

As interns express interest, there are other opportunities around the Tallahassee area which could be utilized as outplacement sites. For example, a local rehabilitation hospital has opportunities for training in neuropsychological assessment with head injured and stroke victims. Also, the Tallahassee area is replete with psychologists in private practice willing to accept interns under their tutelage.

Diversity of experience is provided not only by the outplacement sites but also by a rotation system at the FCI. Interns currently spend three months on four successive rotations: 1) Drug Abuse Program, 2) Assessment, 3) Mental Health (including consultation with the prison contract psychiatrist), and 4) the Federal Detention Center. The order in which rotations are assigned is made with the intern's specific training goals in mind; substantial personalization of training is the norm.

ACCREDITATION

The internship program at FCI Tallahassee has a long and well established history which dates back over 25 years. FCI-Tallahassee is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). Full accreditation by the American Psychological Association was granted in 1990. This internship site participates in the APPIC Internship Matching Program so applicants must obtain an Application Agreement Package from NMS and register for the Matching Program in order to be eligible to match to our program. Consistent with our accreditation, this internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept or use any ranking-related information from any intern applicant. For more information, please see the relevant APPIC Matching Policies.

INTERN DUTIES

Interviewing and Psychological Assessment

Each intern normally completes 4-8 intake interviews and reports per week. Upon admission to the prison every inmate is interviewed, primarily to determine need and motivation for psychological treatment. The results of the MMPI-2 are normally incorporated into the intake reports. Comprehensive evaluations of inmates are conducted as needed. Interns administer and interpret standard psychological tests, and they integrate the results from these tests with behavioral and historical data in psychological reports. Most evaluations include a diagnosis and treatment recommendations. In doing evaluations, interns often consult with medical, educational, and other staff at various times.

Interns also conduct on-the-spot evaluations of inmates in crisis. Under supervision, they assess the presence of suicidal ideation or psychosis and make appropriate dispositions.

Psychotherapy

Each intern normally carries a caseload of 8-10 clients in individual therapy, depending on his/her rotation. The caseload includes both long-term clients and those who are involved in brief therapy. The latter is often the treatment of choice to assist clients in crisis, while long-term therapeutic relationships are formed in order to help clients change chronic maladaptive patterns of thought, feeling, and behavior.

Interns lead at least three didactic groups while at FCI. They also have the opportunity to develop and implement group programs or to co-lead therapy groups of their own choosing.

In their supervised therapy experiences, interns are able to explore diverse treatment models and methods. Clinical supervisors generally place equal emphasis on accurately monitoring the process as well as the outcome of psychotherapy. Interns are required to video tape selected therapy sessions, which are then reviewed during weekly individual and group supervision.

Consulting with Unit Teams

Each intern is assigned to an FCI housing unit and is the primary provider of psychological services to the inmates of that unit. The intern shares information with the unit staff responsible for the inmate. The intern's responsibility grows with his/her evolving clinical and consultative skills. Nevertheless,

the paramount role of the intern is that of trainee.

Research

The value of research and the dual role of the psychologist as scientist-practitioner are readily acknowledged. Participation in research is encouraged at FCI. Interns may negotiate to spend a portion of their work hours in planning and conducting research projects. Frequently, this involves the dissertation, but research time may also be used for other activities, such as staff projects or the intern's own approved projects. In recent years many interns have conducted their dissertation research at the prison.

SUPERVISION AND TRAINING

Each week interns receive one hour of individual supervision from an FCI psychologist and one hour from an outplacement psychologist. In addition, supervision will be provided to the entire group of interns for two hours per week by one of the FCI staff. All clinical supervision will be by licensed clinical or counseling psychologists. The supervisors for this internship year are:

Dr. Allen Hanley, Chief Psychologist. Dr. Hanley supervises the rotation at the Federal Detention Center. The emphasis during this rotation is on short term crisis intervention skills primarily with pretrial and presentence inmates. Dr. Hanley received his doctorate in Counseling psychology from Florida State University and has specializations in hypnosis, Rogerian therapy, and crisis management. He is a member of the institution's Hostage Negotiations Team and has interests in Employees Assistance, personality assessment and Victims Assistance.

Dr. Deborah Wennerstrom, Drug Abuse Program Coordinator. Dr. Wennerstrom supervises the Drug Abuse Treatment rotation which emphasizes group interventions with substance abusers both in residential and nonresidential treatment programs. She has a Psychology degree from Forest Institute of Professional Psychology and has extensive treatment experience in the areas of substance abuse treatment and sexual abuse/survivors. She volunteers her services with a local AIDS organization, reviews DUI programs throughout the State of Florida, and is a member of a local community crisis response team. She also volunteers time with the American Red Cross.

Dr. Dana Reinhold, Staff Psychologist. Dr. Reinhold supervises the

Mental Health rotation. The focus is on individual psychotherapy as well as working with other professionals (in particular psychiatry). She has a Clinical Psychology degree from Duke University. Dr. Reinhold is the staff representative for the Native American inmates. She has particular interests in values education, mindfulness based stress management, the treatment of psychological trauma, EMDR, and suicide risk. Her research interests include trauma, eating disorders and the psychology of Southeastern Native Americans.

Dr. K. Pat Bell, Director of Psychology Training. Dr. Bell supervises the Assessment rotation which involves psychological testing and report writing, group orientation and screening for newly transferred inmates, and brief risk assessments. She has a degree in Clinical Psychology from Florida State University and is an adjunct professor at a local state university. Her interests include crisis management, Hostage Negotiations, and psychopathology. She volunteers her time with a local community crisis response team and with a national organization for children.

The type and amount of supervision provided depends upon the experience of the intern, the needs of each individual case, and the supervisor's preferred style of supervision. The supervisor may for example, watch and listen to tapes, discuss the session before and afterward with the intern, or engage in co-therapy.

Interns also participate in a planned series of lectures, case conferences, and seminars on a multitude of issues in psychological development, behavior pathology, psychotherapy, assessment, consultation, professional ethics, etc. Interns are allowed leave time to attend off-site seminars and workshops of particular interest to them and they may also participate in training as presenters.

Interns will have the opportunity to work with a wide variety of clients throughout the year. The offender population includes individuals who represent the entire range of psychosocial pathology. Among the offenders are clients who would be diagnosed as having acute and chronic psychotic disorders, neurotic reactions, character and personality disorders, psychophysiological reactions, and behavioral adjustment reactions. Alcohol and drug addictions are common, as are histories of victimization or trauma. In addition to these problems, some of the clients seen are experiencing difficulties related to their incarceration (e.g., institutionalization and apathy, homosexual panic, or difficulties in maintaining family ties), or problems in anticipating their impending freedom (e.g., lack of job skills, fear of responsibility, or anticipation of marital problems).

EVALUATION AND GRIEVANCE PROCESS

Evaluation of the internship is continuous and mutual. Supervisors assess the performance of their assigned interns while interns similarly rate the quality of their training on a quarterly basis. In the event of an unsatisfactory evaluation of an intern, the supervisor shall identify areas where improvement is most needed. In these cases the intern will be given additional supervision until performance is raised to an acceptable level. To accomplish this, the evaluation process will take place on a monthly, rather than quarterly, basis.

If an intern has a formal complaint or grievance against a supervisor, he/she has grievance rights through the Bureau of Prisons. After notifying the appropriate staff member of the concerns, the intern would then contact a Union officer to discuss attempts towards an informal resolution. If no informal resolution can be reached, direction may be given to file a formal grievance, through the assistance of the Union representative, to the Warden. Of course, it would be in the best interest of the student to keep his/her University representative aware of the complaint and the intern can (and should) present the complaint directly to APA.

INTERNSHIP BENEFITS PACKAGE

Interns will receive the following benefits:

- a stipend of approximately \$27,000.00 (based on fiscal year 2000 figures) divided in bi-weekly payments over the internship year. Florida has no state income tax.
- annual and sick leave at the rate of 3.2 hours every two weeks (approximately 10 days for the year);
- support for research activities (up to 10% of an intern's time subject to negotiation;
- attendance at off-site training.

Interns are strongly encouraged to maintain their own health, dental and professional liability insurance(s) as the BOP is not able to offer these benefits to interns.

TRAINING YEAR

The starting date for the internship is the Monday that starts the first week of September. Graduation is on the last Friday in August of the next year. Interns who are frugal in use of sick and annual leave may be able to complete the required 2000 hours of training before graduation.

LIVING ARRANGEMENTS

Most interns and psychology staff live in Tallahassee. This city is fondly known as **Florida with a Southern Accent** and is a great place to live with many fun and exciting things to see and explore. Tallahassee, located in Leon County, is Florida's State Capital. It has about 250,000 people with the educational, cultural and recreational amenities of a larger city. It is the home of three colleges: Florida State University (over 28,000 students), Florida A&M University and Tallahassee Community College (each over 9,000 students). Tallahassee and its surrounding areas are well known for the vast tracts of national forest and state wildlife preserves. For the beach buff, Tallahassee is located about eighty miles from beautiful beaches on the Gulf of Mexico.

With a median rental price of \$650 per month and median home value of \$85,000, interns will have little difficulty locating living accommodations in Tallahassee. The Director of Clinical Training can provide some literature to assist in relocation efforts.

APPLICATION PROCEDURE

Requirements and Procedures

The internship positions are open to students enrolled in doctoral programs in clinical and counseling psychology. Preference will be given to applicants from APA-accredited programs. A desirable intern is expected to begin the internship year with a minimum of 1200 practicum hours with theoretical and practical exposure to the more common assessment techniques and therapeutic interventions. The Bureau of Prisons is an Equal Opportunity Employer, and encourages the application of minority students. There is no application fee. The deadline for complete applications is November 15th although applicants are encouraged to submit their packets earlier. All materials should be returned to

the Director of Psychology Training, Dr. K. Pat Bell.

As completed packages are received, they are evaluated and ranked according to the applicant's demonstrated strengths in assessment, therapeutic interventions,, communication skills and professional development. Only suitable candidates who appear to be a good fit with our model of training are invited for an interview. In-person interviews are strongly recommended. When this is not feasible, a telephone interview may be sufficient to warrant the offer of an internship position. All interviews will be completed by January 21st and positions will be filled strictly in accordance with APPIC policy.

All Bureau of Prisons' positions are designated as "sensitive". Consequently, **applicants must successfully complete a security clearance procedure and personnel interview.** For FCI Tallahassee, these interviews may take place at any federal prison, however they must be successfully completed before an applicant is interviewed by this internship staff.

The security clearance will also include **a subsequent background investigation and drug screening, all of which will occur after an offer for internship has been made. Please make note that no offer for internship is final until after the intern has successfully completed each of these steps in the clearance process.**

Materials

The Internship Application form is standard for all APPIC sites. This form can be accessed via Web site (<http://www.appic.org/>). Note that you will need to submit a separate, completed package to each program for which you wish to be considered. A photocopy of the internship application is acceptable, but the copy must be signed and dated in ink.

Completed application packages for FCI Tallahassee include:

- ▲ the standard APPIC internship application form;
- ▲ a current vita which lists practicum work, academic, professional and research experience;
- ▲ official transcripts of all graduate work;
- ▲ letters from three graduate faculty or supervisors who are familiar with your work in psychology, as well as with your personal qualifications (one letter

must be the Verification of Internship Eligibility and Readiness form and is to be submitted by your training director.);

- ▲ written work sample of one adult assessment case
- ▲ FCI Tallahassee Supplemental Questionnaire (see last page of this brochure).

We in Psychology Services are very proud of our program and we look forward to the opportunity to talk with you about it. If, after reading this material, you have questions you'd like answered before beginning the application procedure, contact:

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501 Capital Circle N.E.
Tallahassee, Fl. 32301-3572
(850) 878-2173 ext. 1298

FCI TALLAHASSEE SUPPLEMENTAL QUESTIONNAIRE

NAME: _____

Please answer each question as succinctly as possible. Attach to your APPIC application.

1. What led to your decision to apply to this particular correctional facility? Any future interests in correctional work?

2. What groups would you like to conduct at FCI Tallahassee and why? Any current experience in these types of groups? Please provide detail.

3. Briefly describe a client who has challenged you or who you learned a lot from working with.

4. What personal attribute helps you to be effective in a therapeutic session and how does that same attribute hinder you in therapy?